



MEMORANDUM

Date: September 13, 2013

To: WPFW and Pacifica Foundation Radio Staff

From: Summer Reese, IED

Re: John Hughes

Dear Members of WPFW Staff, Management and Volunteers:

I want to make it clear to all programmers, staff and board members that there is to be no discussion of John Hughes on the air, in public, in email, social media or in the press.

It is imperative that no statements go out. When the subject of John Hughes arises, it should be handled in the following manner:

"This is an employment matter and I am not at liberty to comment on it. Any inquiries should be directed to Interim Executive Director Summer Reese, at the Pacifica Foundation Radio National Office."

If a caller calls in to express any opinion about John Hughes departure, including being pleased about it, the programmer should refrain from comment or agreement and simply thank the caller for his or her thoughts.

It is very important that no public discussion of personnel matters occur. The less said the better as I do not want the station to potentially incur any liability because of public discourse on this matter. Anyone who violates this directive and engages in discussion of personnel matters either on air or by means of any other public forum will be disciplined. Your cooperation is much appreciated. Thank you.

**Summer Reese
Interim Executive Director**